

TOUCH FOOTBALL AUSTRALIA

# High Performance Officiating Coaching Panel

Position Description | High Performance Program

<b>Position Title</b>	High Performance Officiating Coaching Panel
<b>Reports To</b>	High Performance Officiating Head Coach
<b>Also Works With</b>	High Performance Officiating Head Coach
<b>Appointment Term</b>	Through to 2028 Touch World Cup
<b>Program</b>	High Performance

## Introduction

Touch Football Australia (TFA) is the national governing body for Touch Football in Australia. TFA provides leadership to state organisations, drives participation and high-performance outcomes, and ensures the integrity and sustainability of the sport nationally and internationally.

Referees are central to the integrity and quality of the game at every level. TFA is committed to building a world-class officiating pathway that identifies, develops, and supports referees from emerging talent through to elite international representation. The High Performance Officiating program reflects this commitment, ensuring Australia fields the best-prepared and best-supported referees on the international stage.

As part of TFA's strategic plan "The Next Play" (2026–2032), and guided by our organisational values of Unity, Inclusive, Integrity, and Excellence, the NRS Panel forms part of the TFA HP Referee Panel and plays a key role in coaching, assessing and developing referees within the National Referee Squad.

## Child Safe Statement

Touch Football Australia is committed to ensuring the safety and wellbeing of all Children/Young People involved in our sport. Our policies and procedures seek to address risks to child safety and to establish child safe culture and practices.

All personnel are required to hold a current Working with Children Check and consent to a National Police Check.

## Our Values

<b>Unity</b>	We work together, connect communities and foster strong relationships across the sport.
<b>Excellence</b>	We pursue high performance, continuous improvement and quality in everything we do.
<b>Inclusion</b>	We champion diversity, belonging and accessibility, ensuring our sport is welcoming for all.
<b>Integrity</b>	We act with honesty, transparency and fairness, protecting the reputation and trust of our game.

## Primary Purpose of the Role

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Reporting to the High Performance Officiating Head Coach, the High Performance Officiating Coaching Panel is responsible for coaching the National Referee and Youth Squads, and is required to support the planning, preparation, and development of these officials to achieve elite officiating outcomes at international competitions.

This role supports the implementation and delivery of HP outcomes within the TFA Referee High Performance program, supports referee coach development across Australia, and ensures the highest standards of officiating preparation and performance on the international stage.

Working closely with the High Performance Officiating Head Coach, Officiating Performance & Pathways Manager, and TFA HP personnel, this role demonstrates exemplary leadership, fosters a culture of continuous improvement, and actively promotes TFA values and culture throughout the officiating community.

## Role Responsibilities

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### Culture and Values

- Commit to upholding TFA's values — Unity, Inclusive, Integrity, and Excellence — in all aspects of conduct and performance.
- Lead and sustain a respectful, inclusive, high-performance culture within the referee program, ensuring alignment to the core values of TFA and the High Performance Officiating program.
- Foster a positive team culture supported by effective and collaborative team management.
- Demonstrate exemplary leadership and mentorship across the program.
- Act as a positive ambassador for the organisation and actively promote the sport and direction of TFA.
- Adhere to the TFA Code of Conduct, Member Protection Policy, and Anti-Doping Policy.

### Coaching and Assessment

- Provide post-game assessment and coaching for National Graded Open officials at national events.
- Complete video assessments and analysis as required, delivering both face-to-face and video analysis coaching to referees within the NRS and National Youth Squad.
- Conduct one-on-one performance and goal-setting reviews annually with members of the NRS and youth program assigned to your oversight.
- Maintain absolute confidence with any confidential or intellectual property related information of the organisation.
- Complete agreed assigned tasks to the expected standard of the organisation.

### Talent Identification

- Conduct talent identification activities within state event structures to support the broader officiating pathway.
- Provide evidence-based input to support squad selection discussions.
- Exhibit an athlete-centred approach throughout all stages of assessment, and identification.

### Camps, Coach Development and Leadership

- Attend the annual NRS training camp and, where possible, Australian Emus training camps.
- Attend scheduled coach development sessions and contribute to a culture of continuous learning across the High Performance Officiating Coaching Panel.
- Actively work as a leader within the broader organisation, promoting positive and collaborative working relationships and representing TFA in a professional manner.
- Support TFA in the coordination and development of other volunteers and emerging referee coaches.
- Display an ability to work independently as well as within a team environment, aiding in conflict resolution as required.

### Monitoring, Reporting and Communication

- Where possible, monitor the performance of NRS members at state and international events and report back to the High Performance Officiating Head Coach.
- Provide regular, constructive feedback to referees in the squad following events and video reviews.

- Actively communicate and prepare for the specific requirements of the role, including events, camps, and review cycles.
- Maintain clear and open lines of communication with referees, the High Performance Officiating Head Coach, fellow Panel members, and TFA HP personnel.

## Key Relationships

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- Reports to the High Performance Officiating Head Coach and works closely with the High Performance Officiating Head Coach.
- Forms part of the TFA HP Referee Panel, working alongside fellow Panel members and the broader officiating coaching group.
- Provides coaching, assessment, and direct feedback to NRS referees and youth program members assigned to their oversight.
- Works collaboratively across state event structures to support talent identification within the national officiating pathway.
- Liaises with Australian Emus coaching staff where attending Emus training camps, and with TFA HP personnel as required.
- Maintains professional and effective communication with all referees, TFA staff, and HP personnel.

## Key Selection Criteria

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### Essential

- Actively work as a leader within the broader organisation, with an ability to promote positive and collaborative working relationships and represent the organisation in a professional manner.
- Actively promote a positive culture among the appointed group, reflective of the organisation's expectations for all participants within the sport, and above all in line with the TFA Code of Conduct and other policies.
- Display an ability to work independently as well as within a team environment.
- Actively communicate and prepare for the specific requirements of the role.
- Complete agreed assigned tasks to the expected standard of the organisation.
- Maintain absolute confidence with any confidential or intellectual property-related information of the organisation.
- Hold and/or obtain the required accreditations to undertake the role, including accreditation linked to the TFA Sport Education Framework.
- Support TFA in the coordination and development of other volunteers.
- Aid in conflict resolution as required.
- Demonstrated commitment to TFA's values — Unity, Inclusive, Integrity, and Excellence — across all aspects of conduct and performance.
- Working with Children Check (or ability to obtain one) and willingness to undergo a National Police Check, undertake Play by the Rules education, and meet anti-doping and match-fixing requirements.

### Desirable

- Regularly running local training and development sessions to support and prepare referees attending national events.
- Familiarity with TFA policy, pathways, and performance frameworks.
- Previous experience delivering or attending NRS camps, NTL, NRLTP, or comparable national events as a referee coach.
- Experience conducting one-on-one performance and goal-setting reviews with referees.
- Skills in video analysis, performance assessment, and post-game review.
- Experience in talent identification within state event structures and the national officiating pathway.
- Prior experience in coach education or mentoring of referee coaches.

